

Memorandum of Understanding (MOU)
Between the Pittsburg Education Association
and the
Pittsburg Unified School District
2025-2026

In the Matter **BIPOC Mentor Program Educator Support Program**

The Pittsburg Education Association, (PEA or Association), and the Pittsburg Unified School District (PUSD or District), hereafter “the Parties”, enter into this Memorandum of Understanding (Agreement) regarding the BIPOC Mentor Program.

BIPOC Mentor Program Description

1. The Pittsburg Education Association (PEA) and the Pittsburg Unified School District (PUSD) are collaborating to create a mentoring program for Black, Indigenous and other People of Color (BIPOC) in an attempt to create a welcoming and supportive environment where all educators can thrive.
2. The BIPOC Mentor Program is in line with the PUSD’s Equity Statement; “We, the Pittsburg Unified School District Community of diverse scholars, families, and staff believe every scholar, every day deserves the best.
Our Diversity is our asset. We recognize systemic practices have historically created inequities in our system. We stand together to intentionally and continuously identify, name, disrupt, dismantle, and replace these barriers in order to ensure equitable outcomes. We, the Pittsburg Unified School District Community, champion safety, justice, access, systems of opportunities, identity, voice, respect, inclusion, and belonging for all”.
3. PEA and PUSD acknowledge that students, and especially students of color, benefit from having teachers that mirror the racial diversity of students.
4. PEA and PUSD acknowledge this mentor program intends to contribute to efforts to attract, recruit and retain a racially diverse teaching population.

BIPOC Mentor Program Selection Process

5. Participation as a BIPOC Mentor or Mentee is voluntary. Site and Department administration shall post the flyer at the site, department office, and on the PUSD Website. All interested unit members shall submit a completed application form to be considered. The District Administrator along with two unit members, assigned by PEA, shall form a committee to review applications and select a BIPOC Mentor.
6. Program mentors may meet with their mentees for up to 20 hours during a school year for work outside contracted times. The mentor will be responsible for completing and submitting a timesheets at least quarterly for services provided to their mentee. Compensation will be at the certificated hourly pay for the mentor. Mentors will work with no more than two mentees in one school year.

BIPOC Mentee Participation Process

7. Educators with three or less years serving in the PUSD may be eligible to voluntarily participate as a mentee. Mentees can participate in the program for one year during their first three years in PUSD. Mentees who are currently assigned an Intern mentor or an Induction mentor are not eligible to participate during that year that those mentors are assigned.
8. Self-Identification as a member of the BIPOC Community.

BIPOC Mentor Qualifications

9. Self-Identification as a member of the BIPOC Community
10. Current certificated unit member who has permanent status with PUSD and at least 5 years' experience within PUSD.
11. Most recent evaluation is satisfactory.
12. Have a compassionate mindset and ability to implement compassionate practices
13. Familiarity with BIPOC issues, concerns, and strategies as described in EPOCH training.
14. This MOU sunsets on June 30, 2026. The District and the Association shall meet before the sunshine date to negotiate any changes and/or continuance of this MOU.

For Pittsburg Education Association:
District:



Celia Medina-Owens
PEA, President

Date: 5/15/25

For Pittsburg Unified School



Zachary Kahn
Assistant Superintendent, HR

Date: 5/15/2025

PUSD BIPOC Mentor Program Support Provider Application Form

5/15/25
ZK 5/15/25

| | | | |
|------|--|------|--|
| Name | | Date | |
|------|--|------|--|

| | |
|--------|--|
| School | |
|--------|--|

BIPOC Mentor Qualifications

- Self-Identification as a member of the BIPOC Community
- Current certificated unit member who has permanent status with PUSD.
- Most recent evaluation is satisfactory.
- Have a compassionate mindset and ability to implement compassionate practices
- Familiarity with BIPOC issues, concerns, and strategies as described in EPOCH training.

BIPOC Mentor Responsibilities

- BIPOC Mentors will work with school site staff members to create a welcoming environment.
- BIPOC Mentors will provide support and resources according to the mentee's needs.
- BIPOC Mentors shall keep completed logs of meetings with mentee (s).
- BIPOC Mentors must submit completed logs with time sheets.
- BIPOC Mentors may meet with their mentees for up to 20 hours during a school year for work outside contracted times.
- BIPOC Mentors are responsible for completing and submitting a timesheet at least quarterly for services provided to their mentee.
- BIPOC Mentors Compensation will be at the certificated hourly pay for the mentor.
- BIPOC Mentors may serve as a mentee for no more than two (2) mentees.

Applicant Signature: _____ Date: _____

For administrative use only:

BIPOC Mentor Program Support Selection Committee:

Site administrator (print) _____

(Signature) _____ Date: _____

PEA Unit Member (print) _____

(Signature) _____ Date: _____

PEA Unit Member (print) _____

(Signature) _____ Date: _____

_____ Approved _____ Not Approved

Submit completed application to Human Resources after Committee review